



**Emily R. Endert, SPHR**  
**Director of Human Resources**  
**Covenant Woods**  
**Mechanicsville, VA**  
**2012 Region 3 MetLife Scholarship Recipient**

Emily created this article which was included in the Region 3 Quarterly Newsletter.

### **MetLife Makes It Possible for HR Professionals to Attend National Conference**

Have you ever wanted to attend the annual ASHHRA conference but were unable to do so because of budgetary constraints? That was me, until this year. Now that I am a proud recipient of the MetLife Annual Conference Scholarship, I want to share the wealth with everyone.

You can attend without impacting your departmental budget. **The MetLife Conference Scholarship is available to ASHHRA members, one per region granted each year.** The \$1500 scholarship covers the cost of the conference and hotel expenses, and depending on your mode of travel, may cover travel expenses as well. ASHHRA arranges special deals on transportation to keep these costs down.

What does it take to apply? **Four (4) questions and a volunteer heart.** Start thinking now about how you demonstrate the ASHHRA HR Leader Model ([http://www.ashhra.org/about/hr\\_leader.shtml](http://www.ashhra.org/about/hr_leader.shtml)) in your day to day work, and when the application period opens, you will be half way there. Volunteering after the win is a key element to the award as well so consider what you would like to do in the upcoming year to support and promote ASHHRA.

The application process is not difficult, but you should allow yourself time to view and think about your response before it is due. That way you won't be rushed and will be able to carefully craft your winning application. The timeline is not yet published for 2013 but applications are usually due in May.

I encourage everyone to attend a national ASHHRA conference. The benefits are great as you will meet and network with HR Professionals from all aspects of Healthcare HR and hopefully build long term relationships that will bring you and your newfound friends support. The educational opportunities at a national conference are fantastic. ASHHRA works hard to address relevant HR challenges with speakers and services that know our business and how to turn challenges into rewards.

When asked about my favorite part of the conference, I really had a difficult time deciding. I got so much from the Mark Murphy, Hiring for Attitude Workshop and Quint Studer's Keys to Change presentations that I cannot pick one. Both are speakers whose programs I have studied and have wanted to see in person, so for programs, it has to be these two. For Conference Highlights it has to be meeting the ASHHRA Board of Directors. I met these folks informally sitting side by side in a session, on a bus ride to an event or outside the main hall while waiting for the next program. To a person, each was genuinely friendly and interested in the members, and really made me feel at home at my first conference. So, in closing I say BIG THANKS not only to MetLife for the Scholarship, but also to the board members and the ASHHRA staff for a creating a warm environment and a wonderful conference experience. In 2013, it could be you up on that stage.